



Policy Academy on Developing New Models of Teacher Compensation

LOUISIANA

Summary

Since 1999, the state has supported the Blue Ribbon Commission for Educational Excellence. The commission has made recommendations that have resulted in changes in state policy relevant to both teachers and principals. The commission's work led to significant changes in teacher and leader certification and in the redesign of teacher and principal preparation programs. With the support of Governor Bobby Jindal, the commission, state leaders, and stakeholders are increasingly open to reforms in teacher compensation. Governor Bobby Jindal unveiled his education agenda for the 2009 legislative session and indicated support for the development and implementation of a value-added assessment model for teachers. The assessment model will assist the state in developing valid and reliable measures of teacher effectiveness for a comprehensive, differentiated teacher compensation system based on teacher contributions to student learning.

Louisiana has built a statewide, longitudinal data system that links student and teacher data and produces student-level growth data. The state uses these data to provide information to the public and the higher education system about the quality of the teacher preparation programs in the state. The state has piloted the Teacher Advancement Program (TAP) in 36 school districts. Louisiana is planning to use the policy academy as a vehicle for developing a new teacher compensation model for the state that may be based on the principles of TAP. The model may include targeted professional development, career ladders, and additional compensation for teachers whose students grow academically throughout the year as well as for teachers who assume additional roles and responsibilities within the school. The state has expressed an interest in applying for a Teacher Incentive Fund grant to fund the new model of teacher compensation.

Through the policy academy, the Louisiana team plans to address the following objectives:

- Creating a comprehensive teacher compensation system model and action plan through the Blue Ribbon Commission of Educational Excellence;
- Drafting policies that support the comprehensive teacher compensation system model to be presented to the Board of Elementary and Secondary Education and Board of Regents by September 2010; and
- Developing new laws or changes in laws that support the comprehensive teacher compensation system model to be presented to the Governor in September 2010.

Proposed Technical Assistance (revised after site visit on June 26, 2009)

Staff from the National Governors Association Center for Best Practices will assist the state leadership team by providing technical assistance in the following areas:

- Meeting with the state team to review plans, discuss state context and history, and refine the technical assistance plan;
- Facilitating the dissemination of information and the review of various teacher compensation models and identifying possible elements of the models to be incorporated into the Louisiana model;
- Making a presentation to the Blue Ribbon Commission about the work of the grant leadership team in September 2009;
- Assisting the state with identifying necessary funding sources to sustain the comprehensive teacher compensation system over time;
- Providing information to the leadership team on existing resources that provide audits of the state's policies relative to teacher compensation and evaluation;
- Identifying and working with experts or state-based legislative staff who can help craft the details of a comprehensive teacher compensation system and the supporting policies/procedures/laws;
- Identifying and setting up meetings with experts who can help engage the teacher associations and build teacher ownership and support;
- Reviewing policy recommendations for relevant changes to regulations and state statute;
- Providing advice on addressing governance issues and building consensus between state and local education agencies;
- Working with the National Conference of State Legislatures and members of the state team to create opportunities to inform and educate members of the legislative education committees and additional state legislators;
- Attending the joint meeting of the Blue Ribbon Commission in spring 2010; and
- Reviewing the state's application for a Teacher Incentive Fund grant and providing feedback to improve the quality and scope of the application.